

Wednesday, November 4, 2009

New top cop appointed

Former Wakefield chief will serve
as interim; search firm introduced

By SUSANNA SHEEHAN, CLIPPER STAFF
SUSANNA@DUXBURYCLIPPER.COM

Town Manager Richard MacDonald has appointed a retired Wakefield police chief



Stephen Doherty Mark DeLuca is named.

On Monday, MacDonald announced to the Board of Selectmen that he has chosen

with 34 years of experience as Duxbury's interim police chief until a permanent successor to former chief

Stephen Doherty of Watertown.

Doherty isn't the only veteran police official that will be aiding Duxbury in the search for the next chief. MacDonald also introduced Stephen Unsworth, a retired Waltham police chief, whose company, BadgeQuest of West Yarmouth, will lead the police chief search.

Doherty, who began Monday, said his first day on the job went well. He met last week with all three Duxbury police

Stephen Doherty appointed chief

continued from page one

lieutenants and found them "all very professional and very cooperative."

"I hope to bring stable and unbiased management to the department for the short term," said Doherty.

His employment is for a period not to exceed six months, he said. Doherty will not be a candidate for Duxbury's police chief position, said MacDonald.

Doherty was chief of police in Wakefield from 1991 until his retirement in 2003. He worked on the Watertown police department for 16 years and also in New Bedford for six years. Since his retirement as police chief, he has worked in law enforcement consulting and public safety management for private companies and public industries.

As far as the search for a more permanent person to replace DeLuca goes, Unsworth said it will take four to six months to find a new chief, adding that he placed the first ad for a chief this week in the Massachusetts Chiefs of Police newsletter.

"Four months is optimistic, six months is the longest," said Unsworth.

Unsworth said he will work closely with the screening committee MacDonald is planning to appoint, and will also meet with police officers and community officials to determine the strengths and weaknesses of the department. He plans to analyze the department's policies, procedures and crime statistics and he said he will give police department employees a confidential questionnaire they can answer and submit unsigned and sealed. Unsworth said the screening committee may even assemble a citizen's question-



Doherty (left) attended Monday night's Board of Selectmen meeting with Stephen Unsworth of Badgequest, whose firm will lead the search for a permanent police chief.

naire for the public's input.

By looking at the needs of Duxbury's police department and the information from its citizens, Unsworth plans to develop a profile of how best to manage the department and determine what type of chief would be a good match for the town.

Unsworth said he will advertise the position nationally and regionally and expects that 60 to 100 people will apply for the job. Hamilton, where Unsworth conducted a recent search, received 90 applicants.

He and the screening committee will then reduce the pool to 20 viable candidates who will be asked to respond to a comprehensive written questionnaire.

"I anticipate the screening committee to have a great voice in reducing the number of candidates," Unsworth said.

When they have chosen between four to six applicants, those people will participate in assessment centers, which include intensive role-playing to anticipate the challenges a Duxbury chief might encounter. The assessment centers are conducted by retired police chiefs. A report will be generated from

this activity and sent to MacDonald.

The final candidate will be subject to psychological and physical evaluations as well as a background investigation, said Unsworth.

MacDonald said he was "very pleased" at the number of interested citizens who want to be on the police chief search committee and added that choosing from among them will be difficult. He plans to discuss his choices with Unsworth before announcing them, but added that he will name at the Nov. 16 meeting. He did, however, reveal that Duxbury School Superintendent Sue Skeiber will be on this committee.

Selectmen Chairwoman Betsy Sullivan asked Unsworth to come back to the board to update them on the search process and she also thanked Lieutenant Lewis Chubb for filling in as interim chief after DeLuca's departure.